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For Immediate Release:

Thursday, June 29, 2000

Results of Pay Survey for the Cleveland-Akron, Ohio Metropolitan Area

Workers in the Cleveland-Akron, Ohio metropolitan area averaged \$16.43 per hour during August 1999, according to a new wage study released by the U. S. Department of Labor's Bureau of Labor Statistics (BLS). Regional Commissioner Peter J. Hebein reported that white-collar workers averaged \$19.87 per hour and accounted for 52 percent of the workers studied. Blue-collar workers, representing 30 percent of all workers, averaged \$14.13 per hour, while the remaining 18 percent worked in service occupations and earned \$10.01 per hour. (See table 1-1.)

The National Compensation Survey (NCS) presents straight-time earnings for all occupations in establishments with 50 or more workers in private industry and State and local government. It excludes those in agricultural establishments, private households, Federal Government, and the self-employed. This survey studied 344 firms representing 798,100 workers within the Cleveland-Akron, Ohio metropolitan area, which includes Ashtabula, Cuyahoga, Geauga, Lake, Lorain, Medina, Portage, and Summit Counties. Eighty percent of those represented worked in private industry.

In the Cleveland-Akron metropolitan area, average hourly wages were published for more than 150 detailed occupations. Among white-collar workers, registered nurses earned \$20.90, secretaries averaged \$13.91, and cashiers received \$7.60. Within the blue-collar occupational group, electricians averaged \$21.88 per hour, truck drivers were paid \$15.78 and stock handlers and baggers earned \$9.66. Service occupations included janitors and cleaners at \$9.69 and cooks at \$8.83. (See table 2-1.)

The NCS also provides broad coverage of selected occupational characteristics, such as full-/part-time employment, union and nonunion status and establishment size. Overall, wages for full-time workers averaged \$17.44 per hour, compared to \$9.24 per hour for part-timers. Union workers averaged \$17.48 while nonunion employees earned \$16.01. Employees in establishments with 50-99 workers averaged \$13.60, and in establishments with 500 workers or more, average pay was \$18.89 per hour. Average rates of pay are also available for levels of work within an occupation based on knowledge, skill, independent judgment, supervision received and other factors required on the job. These selected characteristics allow for comparison of occupations with similar requirements.

Data provided by the NCS may be used by businesses for establishing pay plans, making decisions concerning plant relocation, and in collective bargaining negotiations. Individuals may use such data to help choose potential careers. The NCS is part of a statistics program that will eventually integrate three separate surveys of wages and benefits into one comprehensive compensation program. The survey increases the amount of wage data available to businesses, employees, and the public, and reduces the time required of business establishments responding to BLS compensation surveys.

Survey Availability

Complete survey results are contained in the National Compensation Survey, Cleveland-Akron, OH, August 1999, (Bulletin 3100-20). Copies of survey tables are available on the BLS Internet site at: <http://stats.bls.gov/comhome.htm> and from the Bureau's automated fax-on-demand service in Chicago at (312) 353-1880, menu option 1. Using a touch-tone telephone, up to four documents at a time can be ordered and faxed to you within minutes, 24-hours a day.

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Printed copies of this survey are available for purchase for \$8.00 from the Bureau of Labor Statistics, Publications Sales Center, P. O. Box 2145, Chicago, IL 60690. Telephone orders using a credit card (MasterCard, Visa or Discover/NOVUS) or GPO Deposit Account may be placed between 8:00 AM and 3:00 PM Central Time at (312) 353-1880. The BLS Publication Sales Center stocks National Compensation Surveys for all areas nationwide, as well as other BLS publications.

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Table 1-1. **Summary: Mean hourly earnings¹ and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, August 1999**

Worker and establishment characteristics	Total			Private industry			State and local government		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
Total	\$16.43	1.9	35.6	\$15.71	2.3	35.6	\$19.58	2.6	35.2
Worker characteristics:⁴									
White-collar occupations ⁵	19.87	2.5	35.7	19.16	3.1	36.0	22.38	3.6	34.7
Professional specialty and technical	23.55	2.0	35.6	22.32	2.6	36.7	26.38	3.7	33.4
Executive, administrative, and managerial	28.18	4.2	39.2	29.43	4.7	39.1	24.03	8.8	39.7
Sales	16.03	8.9	32.2	16.01	9.0	32.1	—	—	—
Administrative support	12.23	3.0	35.3	12.07	3.5	35.5	12.97	3.2	34.4
Blue-collar occupations ⁵	14.13	2.4	37.9	13.99	2.6	37.9	15.82	3.5	37.4
Precision production, craft, and repair	17.85	2.3	40.1	18.18	2.5	40.1	15.87	3.8	39.9
Machine operators, assemblers, and inspectors	12.91	3.7	39.6	12.89	3.8	39.6	—	—	—
Transportation and material moving	15.67	5.5	37.1	15.41	7.1	38.2	16.49	6.5	33.8
Handlers, equipment cleaners, helpers, and laborers	10.83	3.1	32.6	10.67	3.3	32.3	13.45	6.6	40.0
Service occupations ⁵	10.01	4.8	31.3	7.98	3.0	29.9	14.87	5.5	35.5
Full time	17.44	1.9	39.6	16.80	2.3	39.7	20.16	2.8	39.5
Part time	9.24	4.4	20.6	8.39	3.6	21.2	14.19	8.4	17.5
Union	17.48	2.1	36.9	15.90	3.1	36.6	19.30	3.1	37.2
Nonunion	16.01	2.6	35.1	15.66	2.8	35.4	20.27	5.3	31.3
Time	16.21	1.8	35.4	15.39	2.3	35.5	19.58	2.6	35.2
Incentive	20.69	11.5	38.4	20.69	11.5	38.4	—	—	—
Establishment characteristics:									
Goods producing	(⁶ / ₆)	(⁶ / ₆)	(⁶ / ₆)	—	—	—	(⁶ / ₆)	(⁶ / ₆)	(⁶ / ₆)
Service producing	(⁶ / ₆)	(⁶ / ₆)	(⁶ / ₆)	—	—	—	(⁶ / ₆)	(⁶ / ₆)	(⁶ / ₆)
50-99 workers ⁷	13.60	6.4	33.8	13.59	6.6	33.8	14.10	2.0	33.5
100-499 workers	15.19	3.7	35.6	14.58	4.0	35.9	20.55	4.3	33.1
500 workers or more	18.89	2.2	36.4	18.59	2.8	36.7	19.49	3.3	36.0

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays; nonproduction bonuses; and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

³ Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁴ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Union workers are those whose wages are determined through collective bargaining. Wages of time workers are based solely on hourly rate or salary; incentive workers are those whose wages are at least partially

based on productivity payments such as piece rates, commissions, and production bonuses.

⁵ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

⁶ Classification of establishments into goods-producing and service-producing industries applies to private industry only.

⁷ Establishments classified with 50-99 workers may contain establishments with fewer than 50 due to staff reductions between survey sampling and collection.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 2-1. **Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, August 1999**

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$16.43	1.9	\$15.71	2.3	\$19.58	2.6
All excluding sales	16.45	1.9	15.69	2.3	19.59	2.6
White collar	19.87	2.5	19.16	3.1	22.38	3.6
White collar excluding sales	20.34	2.5	19.66	3.2	22.42	3.6
Professional specialty and technical	23.55	2.0	22.32	2.6	26.38	3.7
Professional specialty	25.23	2.2	24.10	2.8	27.30	3.9
Engineers, architects, and surveyors	28.49	3.3	28.50	3.4	—	—
Industrial engineers	26.49	5.3	26.49	5.3	—	—
Mechanical engineers	24.34	6.4	24.34	6.4	—	—
Engineers, n.e.c.	29.50	3.7	29.50	3.7	—	—
Mathematical and computer scientists	28.53	2.7	28.83	2.7	—	—
Computer systems analysts and scientists	28.65	3.1	28.99	3.1	—	—
Natural scientists	26.58	13.0	—	—	—	—
Health related	23.23	4.4	22.39	4.4	28.24	13.4
Physicians	37.79	19.4	36.03	26.6	—	—
Registered nurses	20.90	1.6	20.54	1.4	23.80	8.0
Respiratory therapists	18.02	1.9	18.02	1.9	—	—
Physical therapists	28.94	5.3	28.94	5.3	—	—
Teachers, college and university	32.80	5.5	29.55	5.9	36.01	7.2
Other post-secondary teachers	36.28	7.4	—	—	36.28	7.4
Teachers, except college and university	27.19	5.4	15.68	12.9	30.26	5.3
Prekindergarten and kindergarten	16.84	33.1	—	—	—	—
Elementary school teachers	31.03	4.0	—	—	34.03	3.4
Secondary school teachers	32.52	5.0	22.29	6.6	37.34	2.0
Teachers, n.e.c.	24.99	6.5	—	—	25.78	5.7
Vocational and educational counselors	23.23	15.3	—	—	23.23	15.3
Librarians, archivists, and curators	25.25	9.5	25.19	13.5	25.36	11.9
Librarians	21.73	8.7	18.63	5.7	25.50	11.8
Social scientists and urban planners	27.06	8.8	—	—	—	—
Social, recreation, and religious workers	16.90	6.2	14.71	3.7	17.84	7.8
Social workers	16.90	6.2	14.71	3.7	17.85	7.9
Lawyers and judges	26.47	18.1	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	21.20	6.8	20.73	7.2	—	—
Professional, n.e.c.	20.20	9.5	19.13	10.6	—	—
Technical	17.41	4.9	17.46	5.5	17.10	7.9
Clinical laboratory technologists and technicians	14.89	2.7	14.89	2.7	—	—
Radiological technicians	17.85	7.4	18.58	6.3	—	—
Licensed practical nurses	15.01	5.0	14.19	1.9	—	—
Health technologists and technicians, n.e.c.	14.85	7.3	15.66	4.7	—	—
Electrical and electronic technicians	18.68	8.6	18.85	9.2	—	—
Engineering technicians, n.e.c.	13.17	12.2	13.12	12.4	—	—
Drafters	14.32	8.6	14.31	8.7	—	—
Computer programmers	19.88	7.5	19.80	8.0	—	—
Technical and related, n.e.c.	17.16	6.4	16.73	8.8	18.17	6.4
Executive, administrative, and managerial	28.18	4.2	29.43	4.7	24.03	8.8
Executives, administrators, and managers	32.87	5.6	34.92	6.1	26.45	11.7
Administrators and officials, public administration	25.30	23.4	—	—	25.30	23.4
Financial managers	34.43	7.9	34.45	8.0	—	—
Managers, marketing, advertising, and public relations	40.55	20.7	42.65	21.5	—	—
Administrators, education and related fields	36.21	7.3	23.08	19.6	40.26	2.7
Managers, medicine and health	30.80	17.6	30.80	17.6	—	—
Managers, service organizations, n.e.c.	23.27	24.3	—	—	—	—
Managers and administrators, n.e.c.	33.81	7.8	35.52	8.0	—	—
Management related	20.19	3.1	20.41	3.7	19.39	5.1
Accountants and auditors	19.12	5.7	19.00	6.3	—	—
Other financial officers	21.21	11.8	21.68	13.0	—	—
Personnel, training, and labor relations specialists	20.38	4.1	20.88	5.2	19.44	5.0
Management related, n.e.c.	19.94	5.6	20.05	6.7	—	—
Sales	16.03	8.9	16.01	9.0	—	—

See footnotes at end of table.

Table 2-1. **Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, August 1999** — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar —Continued						
Sales —Continued						
Supervisors, sales	\$21.25	10.0	\$21.64	10.4	—	—
Sales, other business services	32.69	18.9	32.69	18.9	—	—
Sales representatives, mining, manufacturing, and wholesale	29.59	6.6	29.59	6.6	—	—
Sales workers, other commodities	8.31	8.3	8.31	8.3	—	—
Cashiers	7.60	4.2	7.41	3.8	—	—
Administrative support, including clerical	12.23	3.0	12.07	3.5	\$12.97	3.2
Supervisors, general office	16.95	8.9	16.81	12.1	—	—
Supervisors, distribution, scheduling, and adjusting clerks	13.80	13.9	—	—	—	—
Secretaries	13.91	2.3	13.97	2.5	13.69	4.9
Receptionists	10.61	5.3	10.03	4.1	—	—
Information clerks, n.e.c.	12.87	9.0	13.38	10.4	—	—
Order clerks	12.25	10.0	12.25	10.0	—	—
Personnel clerks, except payroll and timekeeping	15.41	13.1	—	—	—	—
Library clerks	9.75	5.5	—	—	9.62	6.2
Records clerks, n.e.c.	10.77	8.9	10.78	10.3	—	—
Bookkeepers, accounting and auditing clerks	12.00	3.1	11.57	2.9	—	—
Payroll and timekeeping clerks	13.87	6.1	13.26	5.5	—	—
Billing clerks	11.99	7.3	11.99	7.3	—	—
Telephone operators	10.43	2.3	10.43	2.3	—	—
Mail clerks, except postal service	8.46	4.5	8.46	4.5	—	—
Dispatchers	10.29	17.4	—	—	—	—
Traffic, shipping and receiving clerks	12.57	6.4	12.57	6.4	—	—
Insurance adjusters, examiners, and investigators	13.03	4.8	13.03	4.8	—	—
Investigators and adjusters, except insurance	11.99	7.8	11.87	8.4	—	—
Bill and account collectors	11.27	6.4	11.27	6.4	—	—
General office clerks	11.68	4.6	10.90	4.0	13.64	9.1
Data entry keyers	10.92	5.1	—	—	—	—
Teachers' aides	9.65	2.9	—	—	9.66	2.9
Administrative support, n.e.c.	12.97	4.8	13.36	4.6	9.72	12.1
Blue collar	14.13	2.4	13.99	2.6	15.82	3.5
Precision production, craft, and repair	17.85	2.3	18.18	2.5	15.87	3.8
Industrial machinery repairers	18.21	6.9	18.21	7.0	—	—
Machinery maintenance	13.05	14.2	—	—	—	—
Millwrights	23.83	3.6	23.83	3.6	—	—
Mechanics and repairers, n.e.c.	17.67	6.2	18.18	7.0	16.55	11.4
Electricians	21.88	6.1	22.59	5.9	—	—
Plumbers, pipefitters and steamfitters	18.69	11.3	21.66	11.9	—	—
Supervisors, production	18.38	7.4	18.38	7.4	—	—
Tool and die makers	20.37	6.6	20.37	6.6	—	—
Machinists	15.84	4.3	15.84	4.3	—	—
Miscellaneous precision workers, n.e.c.	15.17	4.8	15.17	4.8	—	—
Inspectors, testers, and graders	17.04	11.5	16.54	13.7	—	—
Machine operators, assemblers, and inspectors	12.91	3.7	12.89	3.8	—	—
Punching and stamping press operators	9.67	14.8	9.67	14.8	—	—
Grinding, abrading, buffing, and polishing machine operators	14.77	7.5	14.77	7.5	—	—
Fabricating machine operators, n.e.c.	16.01	12.4	16.01	12.4	—	—
Molding and casting machine operators	11.15	6.3	11.15	6.3	—	—
Printing press operators	15.10	7.6	15.10	7.6	—	—
Textile sewing machine operators	9.17	2.1	9.17	2.1	—	—
Laundering and dry cleaning machine operators	7.51	3.2	7.51	3.2	—	—
Packaging and filling machine operators	12.44	12.7	12.44	12.7	—	—
Extruding and forming machine operators	11.64	5.5	11.64	5.5	—	—
Painting and paint spraying machine operators ...	14.45	14.4	14.45	14.4	—	—
Miscellaneous machine operators, n.e.c.	12.76	6.8	12.67	6.9	—	—

See footnotes at end of table.

Table 2-1. **Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, August 1999** — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Machine operators, assemblers, and inspectors						
—Continued						
Welders and cutters	\$15.54	11.6	\$15.54	11.6	—	—
Assemblers	12.34	6.7	12.34	6.7	—	—
Production inspectors, checkers and examiners ..	13.20	7.7	13.20	7.7	—	—
Transportation and material moving						
Truck drivers	15.67	5.5	15.41	7.1	\$16.49	6.5
Bus drivers	15.78	9.8	15.83	10.1	—	—
Crane and tower operators	15.69	2.0	—	—	15.75	2.0
Industrial truck and tractor equipment operators ..	19.74	5.9	19.74	5.9	—	—
Miscellaneous material moving equipment operators, n.e.c.	13.72	6.6	13.72	6.6	—	—
Handlers, equipment cleaners, helpers, and laborers	17.37	8.4	—	—	—	—
Groundskeepers and gardeners, except farm	10.83	3.1	10.67	3.3	13.45	6.6
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	10.06	8.4	9.96	8.9	—	—
Stock handlers and baggers	12.02	2.4	12.02	2.4	—	—
Machine feeders and offbearers	9.66	4.2	9.63	4.4	—	—
Freight, stock, and material handlers, n.e.c.	9.04	8.7	9.04	8.7	—	—
Hand packers and packagers	10.27	7.0	10.27	7.0	—	—
Laborers, except construction, n.e.c.	10.85	9.6	10.85	9.6	—	—
Service	11.96	7.4	11.36	9.7	—	—
Protective service	10.01	4.8	7.98	3.0	14.87	5.5
Firefighting	13.63	10.8	7.95	8.0	16.95	4.3
Police and detectives, public service	15.55	3.6	—	—	15.55	3.6
Guards and police, except public service	18.23	5.0	—	—	19.06	2.6
Food service	8.16	10.2	7.78	8.9	—	—
Waiters, waitresses, and bartenders	7.12	5.0	6.73	5.1	10.53	5.4
Bartenders	3.29	14.4	3.29	14.4	—	—
Waiters and waitresses	5.77	34.3	5.77	34.3	—	—
Waiters'/Waitresses' assistants	2.94	11.8	2.94	11.8	—	—
Other food service	2.77	15.9	2.77	15.9	—	—
Supervisors, food preparation and service	8.79	4.1	8.49	4.4	10.53	5.4
Cooks	12.90	6.2	13.04	7.0	—	—
Kitchen workers, food preparation	8.83	3.5	8.77	4.2	—	—
Food preparation, n.e.c.	6.87	6.8	6.86	7.0	—	—
Health service	8.40	5.9	7.45	3.2	11.06	5.9
Health aides, except nursing	9.33	2.2	9.00	1.9	11.99	6.2
Nursing aides, orderlies and attendants	10.30	4.9	9.51	5.1	13.01	2.6
Cleaning and building service	8.74	2.2	8.75	2.3	—	—
Supervisors, cleaning and building service workers	9.59	6.3	8.85	7.2	11.42	9.2
Maids and housemen	12.21	13.4	—	—	—	—
Janitors and cleaners	7.37	3.4	7.37	3.4	—	—
Personal service	9.69	7.2	8.99	8.7	11.14	9.7
Early childhood teachers' assistants	13.44	16.7	9.93	9.0	16.88	12.0
Service, n.e.c.	7.66	6.3	7.43	5.9	—	—
	11.91	18.8	8.08	11.1	—	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² All workers include full-time and part-time workers.

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⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around

a sample estimate. For more information about RSEs, see appendix A.

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